

Human Rights Commission

Analyst: Freeman

Historical Summary

OPERATING BUDGET	FY 2004 Total App	FY 2004 Actual	FY 2005 Approp	FY 2006 Request	FY 2006 Gov Rec
BY FUND CATEGORY					
General	575,900	572,100	593,800	614,900	611,900
Dedicated	6,700	2,600	6,700	6,800	6,700
Federal	197,900	207,000	197,800	218,800	217,300
Total:	780,500	781,700	798,300	840,500	835,900
Percent Change:		0.2%	2.1%	5.3%	4.7%
BY OBJECT OF EXPENDITURE					
Personnel Costs	592,400	579,100	616,000	652,100	649,900
Operating Expenditures	164,600	179,200	180,700	188,400	186,000
Capital Outlay	23,500	23,400	1,600	0	0
Total:	780,500	781,700	798,300	840,500	835,900
Full-Time Positions (FTP)	11.00	11.00	11.00	11.00	11.00

Division Description

The Human Rights Commission is statutorily charged with the enforcement of the Idaho Human Rights Act, which prohibits discrimination based on race, color, religion, sex, and national origin in the areas of employment, educational services, public accommodations, and real estate transactions. Disability and age discrimination are also prohibited in the workplace. The commission is also charged with enforcing Idaho Code §44-1701 et seq. which prohibits employers from paying different wages for comparable work solely on the basis of gender.

Enforcement of the aforementioned statutes is accomplished through education, by processing the administrative complaints of alleged discrimination filed by those who claim to be victims, and by litigating on behalf of aggrieved parties when the commission determines such action to be appropriate.

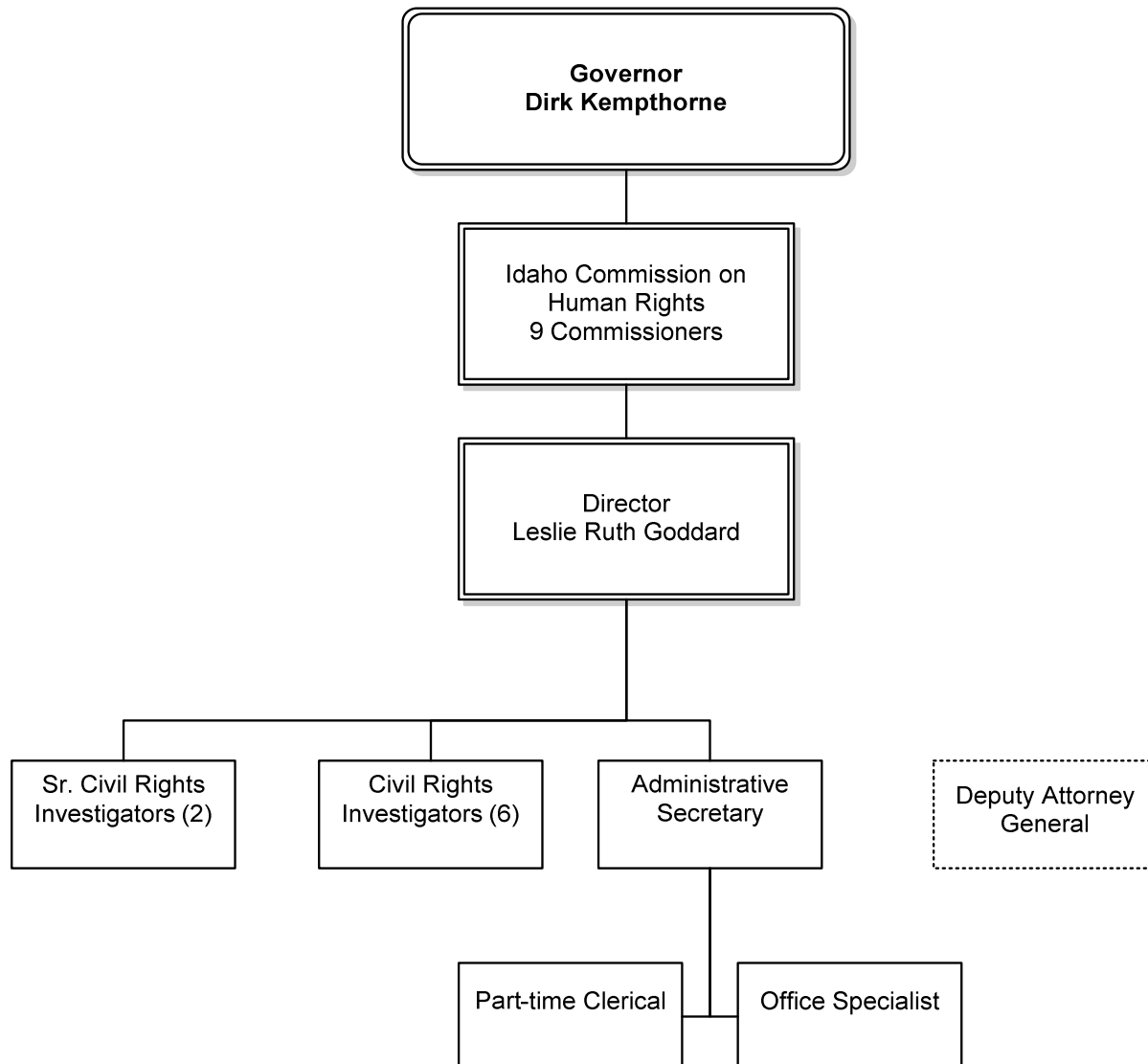
The commission also has a contract with the federal Equal Employment Opportunity Commission to handle administrative cases arising in Idaho, which allege violations of three federal laws prohibiting discrimination in employment (Title VII of the 1964 Civil Rights Act, Age Discrimination in Employment Act, and Americans with Disabilities Act). The Human Rights Commission may file court cases alleging violations of federal law under appropriate circumstances.

[Statutory Authority: Idaho Code §67-5901 et seq.]

Commission on Human Rights

Agency Profile

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Sources of Funds

**FY 2005
Original**

General Funds (0001): individual income tax, corporate income tax, sales tax, cigarette tax, beer tax, wine tax, liquor surcharge, kilowatt hour tax, mine license tax, Treasurer's interest on investments of certain idle state funds, court fees and fines, insurance premium tax, sale of alcoholic beverage licenses, unclaimed property, articles of incorporation and uniform commercial code filing fees, estate and transfer tax, and other miscellaneous sources from various agency receipts.

\$593,800

Federal Grant (0348): Federal funds from federal contracts authorized under Title VII of the Civil Rights Act of 1964, the Age Discrimination Employment Act, and Title I of the Americans With Disabilities Act. The federal administering agency for these funds is the Equal Employment Opportunity Commission.

\$197,800

Miscellaneous Revenue (0349): Receipts are from miscellaneous non-governmental sources such as copy costs for reproducing case files for parties.

\$6,700

\$791,607

Selected Measures

Fiscal Year	FY 2001	FY 2002	FY 2003	FY 2004
1. Total Number of Discrimination Charges Filed	558	483	579	520
2. Types of Discrimination Charges Filed				
Employment	535	470	568	506
Education	4	6	3	2
Housing	9	0	1	2
Public Accommodation	10	7	7	10
3. Discrimination Charges Based On:*				
Gender**	40%	40%	48%	39%
Race/Color/National Origin	23%	15%	19%	16%
Disability	24%	22%	17%	19%
Retaliation	27%	25%	23%	25%
Age	15%	13%	14%	18%
Religion	6%	7%	4%	7%
4. Geographic Distribution of Charges				
Southwest Idaho	55%	51%	53%	48%
Eastern Idaho	18%	21%	18%	19%
Northern Idaho	15%	13%	16%	15%
Central Idaho	12%	15%	13%	17%

* Percentages in each fiscal year add to more than 100% due to charges that are based on more than one discrimination issue, such as charges based on both age and race discrimination, or both gender and religion.

** e.g. sexual harrassment, gender-based wage rate differentials, etc.

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Comparative Summary

Decision Unit	Agency Request			Governor's Rec		
	FTP	General	Total	FTP	General	Total
FY 2005 Original Appropriation	11.00	593,800	798,300	11.00	593,800	798,300
HB 805 One-time 1% Salary Increase	0.00	4,300	5,200	0.00	4,300	5,200
Governor's Rescission	0.00	0	0	0.00	(400)	(400)
FY 2005 Total Appropriation	11.00	598,100	803,500	11.00	597,700	803,100
Removal of One-Time Expenditures	0.00	(4,300)	(6,800)	0.00	(4,200)	(6,700)
Base Adjustments	0.00	0	0	0.00	300	300
FY 2006 Base	11.00	593,800	796,700	11.00	593,800	796,700
Benefit Costs	0.00	8,100	9,900	0.00	6,300	7,700
Inflationary Adjustments	0.00	1,200	2,400	0.00	0	0
Nonstandard Adjustments	0.00	(9,700)	5,300	0.00	(9,700)	5,300
Change in Employee Compensation	0.00	4,300	5,200	0.00	4,300	5,200
27th Payroll	0.00	17,200	21,000	0.00	17,200	21,000
FY 2006 Total	11.00	614,900	840,500	11.00	611,900	835,900
Change from Original Appropriation	0.00	21,100	42,200	0.00	18,100	37,600
% Change from Original Appropriation		3.6%	5.3%		3.0%	4.7%

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Budget by Decision Unit	FTP	General	Dedicated	Federal	Total
FY 2005 Original Appropriation	11.00	593,800	6,700	197,800	798,300
HB 805 One-time 1% Salary Increase					
Agency Request	0.00	4,300	0	900	5,200
Governor's Recommendation	0.00	4,300	0	900	5,200
Governor's Rescission					
Agency Request	0.00	0	0	0	0
<i>The Governor recommends removal of funds not needed to implement HB 805. In addition, the Governor recommends removal of risk management funding in excess of needs calculated by the Department of Administration.</i>					
Governor's Recommendation	0.00	(400)	0	0	(400)
FY 2005 Total Appropriation					
Agency Request	11.00	598,100	6,700	198,700	803,500
Governor's Recommendation	11.00	597,700	6,700	198,700	803,100
Removal of One-Time Expenditures					
Agency Request	0.00	(4,300)	0	(2,500)	(6,800)
Governor's Recommendation	0.00	(4,200)	0	(2,500)	(6,700)
Base Adjustments					
Agency Request	0.00	0	0	0	0
<i>Restore risk management rescission to the base.</i>					
Governor's Recommendation	0.00	300	0	0	300
FY 2006 Base					
Agency Request	11.00	593,800	6,700	196,200	796,700
Governor's Recommendation	11.00	593,800	6,700	196,200	796,700
Benefit Costs					
Includes the employer-paid portion of estimated changes in employee benefit costs. The two biggest factors are health insurance rates and retirement rates. Health insurance is projected to increase by 9.7% or \$632 per position. Retirement rates are scheduled to increase by 5.9% from 10.39% to 11% of salary for regular employees. Other benefit changes include a reduction in unemployment insurance rates, a reduction in Division of Human Resources rates for classified employees, and an increase in workers compensation rates.					
Agency Request	0.00	8,100	0	1,800	9,900
<i>The Governor does not recommend increases related to changes in the Public Employee Retirement System.</i>					
Governor's Recommendation	0.00	6,300	0	1,400	7,700
Inflationary Adjustments					
Includes a general inflationary increase of 1.3% in operating expenditures.					
Agency Request	0.00	1,200	100	1,100	2,400
<i>The Governor recommends no increase for general inflation.</i>					
Governor's Recommendation	0.00	0	0	0	0

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Budget by Decision Unit	FTP	General	Dedicated	Federal	Total
Nonstandard Adjustments					
Reflects an increase in federal funds spending authority to meet the ongoing financial obligations of the commission. Also included are changes in the Statewide Cost Allocation Plan state agencies are charged for their actual use of Attorney General, State Controller and State Treasurer services.					
Agency Request	0.00	(9,700)	0	15,000	5,300
Governor's Recommendation	0.00	(9,700)	0	15,000	5,300
Change in Employee Compensation					
Reflects the cost of a 1% salary increase for permanent positions.					
Agency Request	0.00	4,300	0	900	5,200
<i>The Governor recommends a compensation increase of 1% to be distributed based on merit. No adjustment to the pay line is recommended.</i>					
Governor's Recommendation	0.00	4,300	0	900	5,200
27th Payroll					
Reflects the cost of one additional payroll in fiscal year 2006. This happens every eleven or twelve years because there are 364 days in 26 payperiods but a year has 365.242 days.					
Agency Request	0.00	17,200	0	3,800	21,000
Governor's Recommendation	0.00	17,200	0	3,800	21,000
FY 2006 Total					
Agency Request	11.00	614,900	6,800	218,800	840,500
Governor's Recommendation	11.00	611,900	6,700	217,300	835,900
Agency Request					
Change from Original App	0.00	21,100	100	21,000	42,200
% Change from Original App	0.0%	3.6%	1.5%	10.6%	5.3%
Governor's Recommendation					
Change from Original App	0.00	18,100	0	19,500	37,600
% Change from Original App	0.0%	3.0%	0.0%	9.9%	4.7%